

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**October 2, 2017**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Dave Hintz, Billy Fried, Carol Pederson, Sonny Paszak

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg, Lindsey Kennedy (Labor Relations/Employee Services); Mary Rideout (Social Services); Jack Flint (I.T.S); John Bilogan (Forestry)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

**APPROVE AGENDA**

Motion by Paszak to approve the amended agenda. Second by Pederson. All members present voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

Motion by Fried to approve the bills and vouchers as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

Cushing introduces the new Employee Services Assistant employee, Lindsey Kennedy, to the Committee. Brief discussion held.

**CHILD SUPPORT SPECIALIST VACANCY REVIEW APPEAL**

Rideout reports that due to an upcoming retirement, she is requesting a waiver of the waiting period to fill a Child Support Specialist position. Rideout provided an overview of caseloads and funding for this position, noting that this is one of three Child Support Specialist positions in her department. Rideout feels it is important to fill this position as soon as possible due to the necessity of the position. Motion by Cushing to approve the Child Support Specialist vacancy review appeal as presented. Second by Pederson. Rideout notes that no tax levy is needed to fund this position and her request has been approved by her Committee of Jurisdiction. All members present voting 'Aye'. Motion carried.

**SOCIAL WORKER VACANCY REVIEW APPEAL**

Rideout reports that Family Care has been implemented for Oneida County effective today. Rideout requests to waive the waiting period and fill her Adult Protection Social Worker position. Rideout has determined that the position is still needed post Family Care but requests to keep this position open to move back and forth between the Children/Family unit and Adult Protection unit as needs increase and decrease. Rideout notes that the Children/Family unit is currently in crisis due to increased caseloads caused by the ever-growing meth problem within Oneida County. Having flexibility with this position will be a big asset for the agency and funding for both units is the same. At this time, Rideout estimates that this position would spend half their time in each unit and the position has been approved by the Committee of Jurisdiction. Motion by Hintz to approve the Social Worker vacancy review appeal. Second by Paszak. All members present voting 'Aye'. Motion carried.

### **SYSTEMS ADMINISTRATOR JOB PROGRESSION AND RESOLUTION**

Charbarneau states her and Flint have been working through details on developing a Systems Administrator job progression plan for a while. This progression would encourage development of new and existing employees. The tentative progression they have developed would take a while to move through since an employee would have to be in the position two years before moving up in the progression. In the past, recruitment for this position and other IT (Information Technology) positions has been difficult so Flint hopes that this process will help Oneida County to keep up with the rest of the IT field in recruiting and training employees. Flint says there is no guarantee that an employee will move through the progression and there are no employees in the department that are currently eligible to move in this proposed progression but hopes this will provide encouragement for the future. Charbarneau described the progression process and notes that if approved, the progression would be implemented into the current wage schedule. Fried discussed his thoughts on the process and notes that before approving this process, he would like to see job descriptions and more competitive wages for the process. Flint led further discussion on his request. Fried voiced concerns of rewarding years of service over knowledge on the process. Fried would like Flint to identify the specific IT needs of the County and molding those needs around this program. Further discussion held. Pederson inquired about certifications and training discussed in progression; Flint notes most of the training can be done online. Cushing agrees that job descriptions and fiscal impact statements are needed before a decision can be made and voiced concerns about this altering the wage study design. Fried voiced concerns about providing indepth training for employees and then they leave for another employer. Discussion held on whether contracts would be appropriate. Committee agrees to revisit this topic at a future meeting once more information is gathered.

### **RESOLUTION: DEPUTY ASSOCIATION CONTRACT**

Charbarneau presented Deputy Association contract for 2018-2020 that was agreed upon between the LRES Committee and Deputy Union. Charbarneau notes that the contract has now been reviewed by Smith, Corporation Counsel Brian Desmond and herself. Charbarneau discussed changing the effective dates of the pay increases to the start of pay periods (rather than the 1<sup>st</sup> of the month) to simplify the process for payroll; the union is agreeable to this modification. Motion by Cushing to pass the resolution as presented and forward on to the County Board. Second by Hintz. All members present voting 'Aye'. Motion carried.

### **2018 HEALTH INSURANCE**

Charbarneau reports that preliminary health insurance premiums for 2018 came in at an 8% increase over 2017. WCA (Wisconsin Counties Association) was asked to review their figures again and see about bringing the increase down to 5%. The WCA noted that they could not reduce the increase without making plan design changes. WCA has now returned with a 5% premium increase proposal that includes an increase to out-of-network maximum out-of-pocket amounts. WCA is proposing three different network plan options for 2018 – Aspirus Network, Ministry/Ascension Network and Broad Network. Charbarneau also reports that they are looking at making modifications to the Nearsite Clinic provision which would improve care and costs for employees and their families. Cushing clarified and Charbarneau confirmed that these proposed plans would meet the agreement with the Deputy Union for a Preferred Plan. Cushing notes that he would like Charbarneau to see if WCA would be able to reduce the increase another 1%-2%. Fried led discussion on the option of offering a monthly payment to employees who opt out of the health insurance. Charbarneau will bring more information to the Committee at a future meeting on the 2018 plan.

**CLOSED SESSION**

Motion by Fried, second by Paszak to adjourn into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee (Topics: Assistant Forestry Director and County Forester Compensation, Closed Session minutes for 8/23/17 and 9/13/17, Human Resources Director performance evaluation/goals), and Section 19.85(1)(e) deliberating the County's position in a matter relating to collective bargaining under subch. I, IV, or V of ch. 111, stats. when bargaining reasons require a closed session. Pursuant to Section 19.82 (1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch. 111, stats. (Topics: Closed session minutes of 8/8/17, 9/13/17, 9/21/17). Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:38 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Kennedy, Bilogan

**RETURN TO OPEN SESSION**

Motion by Cushing to return to open session. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 10:20 a.m.

Motion by Cushing to approve bonus recommendations by the Forestry Committee and Forestry Director for a 2.5% bonus for the Assistant Forestry Director and County Forester based on their current wage, effective 12/30/17. Second by Hintz. Roll call vote with all voting in the affirmative. Motion carried.

Cushing announces that in closed session, closed session minutes were approved for the August 8<sup>th</sup>, August 21<sup>st</sup>, August 23<sup>rd</sup>, September 13<sup>th</sup>, and September 21<sup>st</sup> meetings.

**FUTURE MEETING DATES**

October 9, 2017 at 9:00 a.m.

October 26, 2017 at 10:00 a.m.

November 8, 2017 at 9:00 a.m.

**FUTURE AGENDA TOPICS**

2018 Health Insurance


Employee COLA (Cost of Living Adjustment) increase

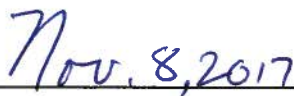
**PUBLIC COMMENTS**

None


**ADJOURNMENT**

Motion by Cushing to adjourn meeting. Second by Pederson. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:27 a.m.

  
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Ted Cushing, Chairman

  
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Date

  
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Jennifer Lueneburg, Committee Secretary

  
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Date